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ABSTRACT

This survey, the eighth in a series of biannual surveys of demographic information related to Texas public school teachers, had 361 respondents. Data indicate that the average teacher in Texas is a 43-year-old female, making a $30,395 salary, is married with a working spouse, has a bachelor's degree, is not the breadwinner, teaches elementary school in a suburban district, and has 14.8 years of experience. Thirty-eight percent of the respondents were seriously considering leaving the profession. Thirty-three percent work in the summer, making an average of $2,391, and 23 percent moonlight during the regular school year, making $3,533 by working 12 hours per week. Teachers believe that moonlighting is detrimental to their job performance and would like to quit. Seventy-eight percent of the teachers pay health insurance, in the average amount of $149.50 monthly. Almost half the teachers believe year-round schools will improve student achievement and believe that the quality of teaching is better than it was 5 years ago. Salary changes, moonlighting changes, demographic characteristics, and teacher attitudes are analyzed over the 1980 to 1994 period. Gender differences are also examined. Seven figures, five tables, and teacher comments are provided to support the study findings. A copy of the survey form is attached. (Contains 12 references.)
(Author/JDD)

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ED 369 744

TEXAS TEACHERS, MOONLIGHTING, AND MORALE 1980-1994

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ABSTRACT

This is the eighth in a series of biannual surveys of Texas public school teachers. The study began in 1980 to form a database of demographic information related to characteristics of Texas teachers. A sample of 600 Texas teachers was selected using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. The 1994 survey was conducted in February of 1994 when questionnaires were mailed to 599 teachers. The study had a return rate of 62% (361 of 582) with 17 bad addresses.

The average teacher in Texas is a 43 year-old female, making a $30,395 salary, is married with a working spouse, has a bachelor's degree, is not the breadwinner, teaches elementary school in a suburban district, has 14.8 years of experience. Thirty-eight percent of her fellow teachers seriously considered leaving the profession. Thirty-three percent of the teachers surveyed work in the summer making $2391, and 23% moonlight during the regular school year making $3533 while working 12 hours per week. Seventy-eight percent of the teachers pay health insurance in the amount of $149.50 monthly. The teacher believes that moonlighting is detrimental and would like to quit, believes in the No Pass-No Play rule, and believes the quality of teaching is better than five years ago.

TEACHERS, MOONLIGHTING, AND MORALE
1994

DIRECTIONS: Please circle or answer all items that apply to you. Add comments on the back if you wish.

1. What is your age? ..... Years_____
2. What is your sex? ..... Male Female
3. What is your marital status? ..... Married Single Other
4. If married, does your spouse work? ..... Yes No NA
5. What is your highest degree? ..... Bachelor Master Doctor
6. Are you the major bread winner in your household? ..... Yes No Equal
7. Are you pleased with the current No Pass/No Play rule? ..... Yes No
8. Are you seriously considering leaving the teaching profession? ..... Yes No
   If yes, why are you considering leaving? ..... _____
9. In what type of district do you teach? ..... Urban Suburban Rural
10. What grade level do you primarily teach? K-5 6-8 9-12
11. How many years have you taught in the public schools? ..... Years_____
12. What is your current teaching salary per year? ..... $ _____
13. Is your school district considering Year-Round Education? ..... Yes No Have It
14. Do you believe that Year-Round Education will improve student achievement? .. Yes No Same
15. Do you have health insurance with the school district? ..... Yes No
16. How much do you pay per month out-of-pocket for the health insurance? ..... $_____ None
17. How is the quality of teaching at my school compared to five years ago? ..... Better Worse Same
18. Do you have an extra job during the summer? ..... Yes No
19. How much extra do you earn during the summer? ..... $_____ None
20. Do you have an extra (moonlighting) job during the regular school year to supplement your teaching salary? ..... Yes No

****

If your answer to Question #20 is yes, please answer the following questions.

****

21. Do you feel that the quality of your teaching would improve if you did not have a second job during the regular school year? ..... Yes No
22. How much extra money do you earn during the regular school year? ..... $_____
23. How many hours per week during the regular school year do you spend working at the moonlighting job? ..... Hours_____
24. Would you quit the second job if your teaching salary would enable you to give up moonlighting during the school year? ..... Yes No
25. How large a raise in your teaching salary would you require to enable you to give up moonlighting during the regular school year? ..... $_____
26. What is your extra job during the school year? (Please give a job title such as bookkeeper, sales clerk, coach, bus driver, rancher, etc.) ..... _____

TEXAS TEACHERS, MOONLIGHTING, AND MORALE
1980-1994

Introduction

This is the eighth in a series of biannual surveys of Texas public school teachers. The study[1] began in 1980 (Maddux, Henderson, and Darby, 1981) to form a database of demographic information related to characteristics of Texas teachers. A sample of Texas teachers was selected using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. The 1994 survey was conducted in February when questionnaires were mailed to 599 teachers. The study had a return rate of 62% (361 of 582) with 17 bad addresses.

Teaching Interest

In an unpublished report by the American Association of Colleges for Teacher Education,[2] a survey indicated an increased interest in teaching. During the early 1980's, rumor was that the only thing tougher than finding a teaching job was living on the salary. Enrollment in the nation's teaching programs rose by 61% between 1985 and 1989. However, most of the enrollment was still white, female students. (See Figure 1 for the 1992 UCLA Graduate School of Education study of college freshmen interested in teaching.)

For the past quarter century, the PDK/Gallup poll[3] tracked the attractiveness to parents of teaching as a career for their children. The popularity of teaching as a profession apparently rebounded from its doldrums during the 1970s and 1980s. In this survey, 2 out of 3 Americans said they would like for their child to become a teacher in the public school system. This was an increase of 16 percentage points from the 1990 survey. During the ensuing quarter century, the attractiveness of the profession to the public fluctuated greatly (by 30 percentage points) depending on impressions at the time regarding teacher salaries and the state of the public schools. The highest support was recorded in 1969 when 75% of the respondents said that they would like a child of theirs to become a teacher; the low came in 1983 when the figure was only 45%. (See Figure 2 for trends in entering teaching from Foundations of Education, 4th ed., 1990, p. 74a.)

Little progress was made in efforts to recruit men and minorities as classroom teachers according to the National Education Association.[4] In 1991, less than a third of all teachers (28%) were male and at the elementary level the figure was only 12%. The report also showed a significant racial imbalance. In 1991, 87% of all teachers were white, 8% were black, and 3% were Hispanic. Minority student enrollment, primarily blacks and Hispanics, was 39%. The survey also indicated that nearly 6 in 10 public school teachers (59%) said they would become teachers again. The required school work week averaged 36.2 hours, but teachers spent an average of 10.3 additional hours each week on school work or activities.

Alley and Ballenger[5] reported that nearly 1 in 6 (17%) of the nations 2.4 million full time teachers held another job during the school year compared to only 5% of all American workers. The teachers in the survey said that moonlighting adversely affected teacher recruitment, job stress, and teacher efficacy.

A survey by Babbitt,[6] revealed that moonlighters were more likely to be male, somewhat younger, and had less full-time teaching experience than their non-moonlighting counter parts. Secondary school teachers were more likely to moonlight than elementary school teachers and while there was no salary difference between school-year moonlighting and non-moonlighting teachers, summer recess moonlighters earned somewhat less under their primary contracts than summer recess non-moonlighters.

Teaching Morale

The leader of a national parent group said parental apathy toward education was a major problem in Texas. The group gave the state's school an "F." Texas fared poorly compared to the other 49 states in per-student funding, student-teacher ratios, and student test scores, reported the American Association for Parent and Children,[7] an independent research group. Nearly 9 out of 10 teachers believed parents were apathetic about education. In Texas, the figure was 92%.

The nation's teachers were disenchanted with reform, were dissatisfied with their work conditions (See Figure 3 for salary projections from Foundations of Education, 4th ed., 1990, p. 74c.) and felt left out of decision making, according to a nationwide poll of 21,389 elementary and secondary school teachers conducted by the Carnegie Foundation for Advancement of Teaching.[8] A startling 96% said lack of funds was forcing them to spend an average of $250 of their own money to support classroom activities. Three out of five (61%) said teacher morale was "fair" or "poor". The signals were clear that teachers thought reform had more to do with politics than with classrooms and student performance.

Texas students, more than ever, were foul-mouthed, disrespectful, delinquent, violent and in severe need of discipline, according to a survey released by a Texas teacher's union. The survey[9] of 1447 teachers throughout the state showed that teachers were calling for statewide "zero tolerance," 71% of the teachers said they need more support from school principals, 6% of Texas teachers said they have been assaulted, and 20% of the Texas teachers said a student at their school last year was assaulted by another student with a deadly weapon. More than 50% of the teachers said their school had a significant problem with unexcused absences, unexcused tardies, students in the hallways during class time, and profanity.

Some people think schools treat kids like criminals. Now others say they'd be happy if they were treated as well. Florida state senator Ron Silver[10] introduced legislation recently asking the state to give children the same rights as criminals. These were 1) criminals get three meals a day, yet many children come to school hungry, 2) criminals are guaranteed physical and mental

evaluations when they enter the slammer, kids aren't, 3) Florida spends $19,746 per prisoner annually but only $3859 for each student.

One-third of the public school teachers in urban schools were burned out.[11] They suffered from a moderate to overwhelming sense that their work was meaningless and that they were powerless to effect changes on the job to make their work more meaningful. Teaching was a vulnerable occupation. It was characterized by higher than average rates of turnover, even higher than many occupations where there was a concentration of women, including secretarial work. The turnover rates were comparable to those in such stress-laden occupations as nursing and social work.

An exodus of young, talented but dissatisfied teachers from the nation's classrooms was becoming a catastrophe for education in the United States, a survey of former teachers said. The Metropolitan Life Insurance Company survey[12] indicated skimpy pay, bad working conditions, and lack of respect and prestige was causing teachers to switch to more satisfying and profitable careers. The majority switching were males leaving high school jobs. The report estimated that by 1992 the United States would have 34% fewer new teacher graduates than needed to fill demand.

Analysis of Survey

Table 1 shows the results of the questionnaires for the past 14 years. There was a $16,282 (115%) increase in salaries since 1980. Teachers' salaries were up $1951 the past two years (6.9%). The average age of a teacher increased 4.3 years (11%) in the past 14 years. There was a 4% net drop (20% total) in the number of male teachers since 1980. The teaching experience was up 3 years over the past 14 years (25%). Both the 23% of teachers moonlighting and the 12 hours worked per week are indicative of the small, general ups and downs of numbers for the study. Moonlighting earnings were up $734 (26%) for the study to an average of $3533 but down slightly from 1992.

Teachers were more accepting of the No Pass-No Play rule. Acceptance increased from 55% in 1986 to 77% in 1994. Note also that 89% of the teachers were on the career ladder when it was terminated in 1993. (The question of career ladder was dropped from the 1994 survey.) Forty-four percent of the districts are considering year-round schools and 13% of the schools already have them. Forty-seven percent of teachers believe year-round schools will improve student achievement, 38% believe it will not help, and 13% believe it will stay the same. The $5597 mentioned by teachers as an amount necessary to quit moonlighting could be seen as the raise that Texas teachers need. The average wage per hour for moonlighting teachers was $8.17 (Moonlighting salary of $3533/12 hours per week x 36 weeks).

The ranges for data was as follows: Age (22-63), Years Experience (1-35), Salary ($17,586-$50,000), Insurance Payment ($2-$483), Summer Salary ($300-$18,000), Moonlighting Salary ($150-$10,000), Hours Moonlighting (1-33), and Raise to Quit Moonlighting ($250-$20,000).

Table 2 shows that 25% of the teachers gave money as a reason for seriously considering leaving the profession. Working conditions were given by 44%. Table 3 indicates that 50% of moonlighting jobs were school related with tutoring being the most common. Sales/bookkeeping jobs were up to 21% from a 1992 low of 13%. (See Table 4 for a list of moonlighting jobs).

Table 5 is a more detailed anlysis showing that 51% of the males had summer jobs while only 30% of the females worked; 41% of the males moonlighted versus 19% of the females. The male teachers had 15.6 years of experience compared to 14.7 years for female teachers. The male teacher made $32,020 compared to the $30,092 for the female. Thirty-two percent of the single teachers moonlighted while 19% of the married teachers moonlight. There was an 8% difference in the males leaving (44%) and the females leaving (36%). Females favored the Nó Pass-No Play rule by a 79% to 69% margin over the males. An equal percentage (36%) of the married and not married teachers considered leaving. Forty-one percent of men and 42% of women think teaching is better now than 5 years ago. Ninety percent of male teachers and 75% of female teacher have health insurance with the school district.

Summary

The average teacher in Texas is a 43 year-old female, making a $30,395 salary, is married with a working spouse, has a bachelor's degree, is not the breadwinner, teaches elementary school in a suburban district, and has 14.8 years of experience. Thirty-eight percent of her fellow teachers seriously consider leaving the profession. Thirty-three percent of the teachers surveyed work in the summer making $2391, and 23% moonlight during the regular school year making $3533 while working 12 hours per week. Seventy-eight percent of the teachers pay health insurance in the amount of $149.50 monthly. The teacher believes that moonlighting is detrimental and would like to quit, believes in the No Pass-No Play rule, and believes the quality of teaching is better than five years ago. (See Table 6 for teacher comments from the survey.)

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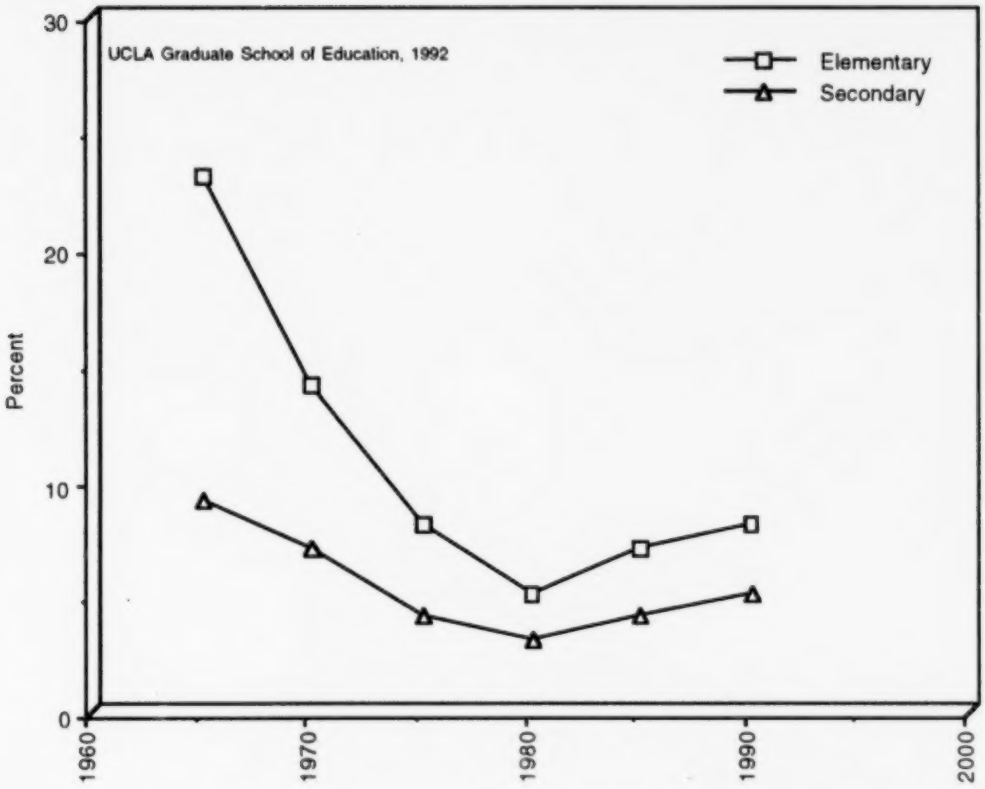


FIGURE 1
INTEREST IN TEACHING BY COLLEGE FRESHMEN

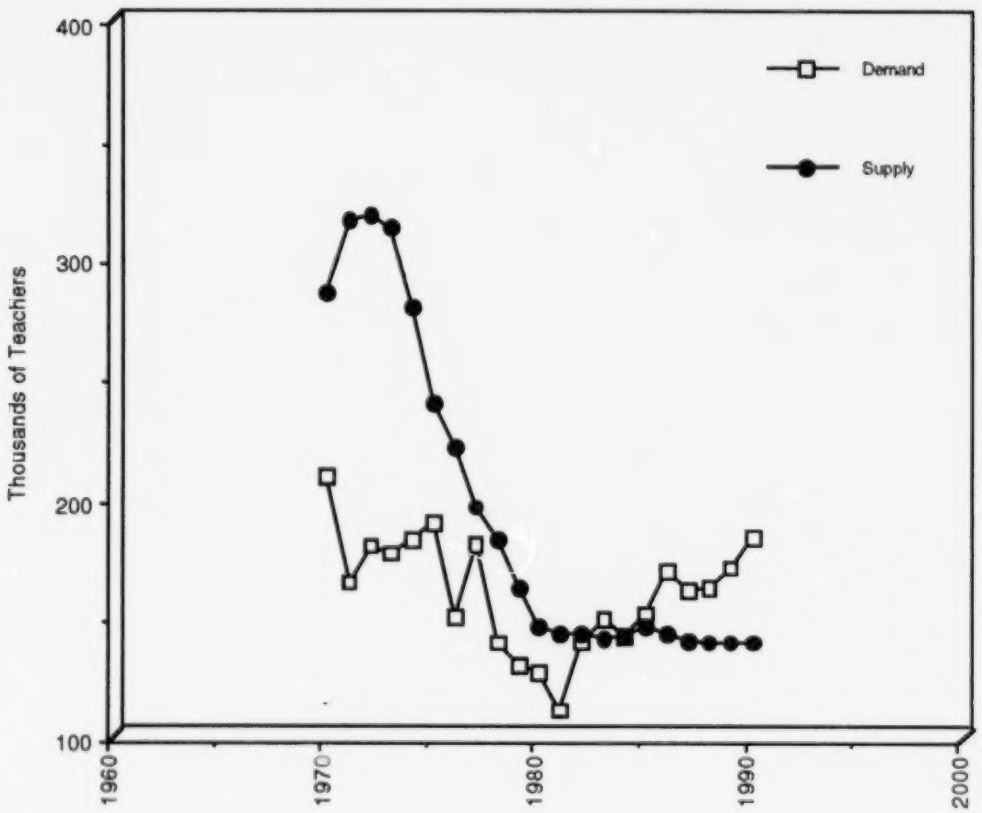


FIGURE 2
SUPPLY AND DEMAND FOR TEACHERS IN USA

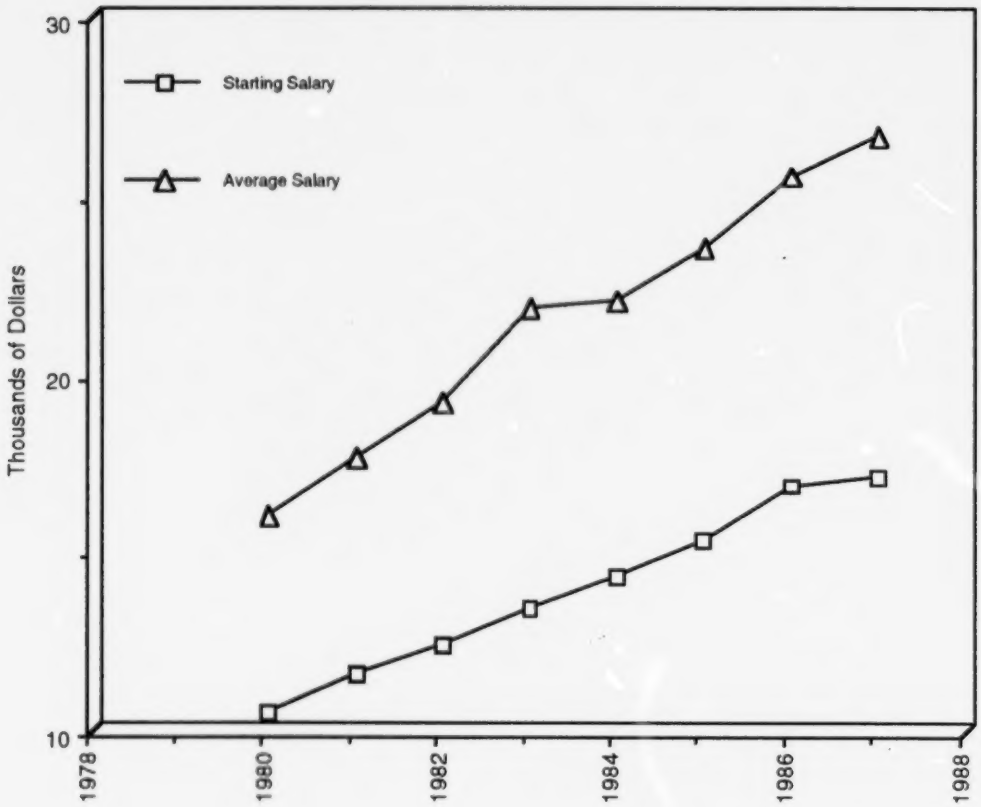


FIGURE 3
TEACHER SALARIES IN USA

Table 1
SURVEY OF TEXAS PUBLIC SCHOOL TEACHERS

Characteristics	1980	1982	1984	1986	1988	1990	1992	1994
Average Salary	$14,113	$17,351	$20,259	$24,601	$26,161	$26,838	$28,444	$30,395
Average Age	38.6	39.2	41.2	41.3	43.0	42.5	43. 6	43.0
Sex: Male	20%	20%	15%	18%	16%	15%	17%	16%
Female	80%	80%	85%	83%	84%	85%	83%	84%
Married	77%	75%	75%	77%	73%	74%	73%	73%
Spouse Works	70%	70%	66%	72%	67%	70%	73%	68%
Degree: Bachelor	64%	63%	55%	50%	53%	53%	60%	57%
Master	36%	37%	44%	49%	47%	47%	39%	42%
Doctrate	0%	0%	1%	1%	0%	0%	1%	1%
Major Breadwinner	40%	40%	40%	39%	43%	41%	46%	42%
No Pass--No Play	*	*	*	55%	70%	78%	79%	77%
Consider Leaving	38%	37%	40%	42%	38%	45%	35%	38%
Districts: Urban	41%	43%	43%	46%	38%	42%	41%	40%
Suburban	33%	37%	39%	37%	40%	40%	37%	41%
Rural	27%	20%	18%	17%	22%	18%	22%	19%
Grade Taught: K-5	51%	50%	46%	52%	52%	51%	53%	47%
6-8	20%	20%	24%	23%	23%	25%	27%	29%
9-12	29%	30%	30%	26%	25%	24%	21%	24%
Years Experience	11.8	12.1	13.7	14.3	15.4	14.9	14.4	14.8
Considering Year-Round School	*	*	*	*	*	*	*	44%
Have Year-Round School	*	*	*	*	*	*	*	13%
Improve Achievement (Y-R S)	*	*	*	*	*	*	*	47%
Health Insurance	*	*	*	*	*	82%	82%	78%
Average Pay for Insurance	*	*	*	*	*	$108.22	$144.00	$149.90
Quality of Teaching: Better	*	*	*	*	37%	39%	43%	43%
(Compared to Worse	*	*	*	*	14%	28%	28%	34%
Five Years Ago) Same	*	*	*	*	49%	33%	29%	23%
Extra Job in Summer	30%	36%	34%	31%	29%	32%	30%	33%
Summer Earnings	$1252	$2076	$2205	$1891	$2480	$2087	$2221	$2391
Moonlight	22%	29%	26%	23%	20%	21%	22%	23%
Moonlight Detrimental	64%	69%	70%	50%	66%	61%	65%	73%
Moonlight Earnings	$2799	$3189	$3615	$3522	$4627	$4329	$3552	$3533
Moonlight Hours Weekly	13.6	11.9	14.4	12.8	10.4	11.6	11.1	12.0
Quit Moonlighting	75%	75%	82%	61%	78%	73%	72%	78%
Raise to Quit Moonlighting	$3399	$4750	$5000	$3921	$4964	$4891	$5167	$5597

Note: Responses in percentages are a "YES" answer.
Statewide Survey by Drs. David L. and Karen L. Henderson for the Texas State Teachers Association

Table 2
REASONS FOR LEAVING

Reason	1980	1982	1984	1986	1988	1990	1992	1994
Money	46%	50%	41%	17%	23%	24%	17%	25%
Working Conditions •Stress •Burnout •Paperwork •Hassles	27%	24%	31%	68%	53%	57%	51%	44%
Students •Discipline •Motivation •Academics	14%	13%	4%	3%	3%	2%	7%	15%
Retiring	5%	6%	14%	12%	15%	13%	16%	9%
Industry	3%	4%	6%	0%	3%	4%	4%	1%
Others	5%	3%	6%	0%	3%	0%	5%	6%

1980 Number Leaving (106); Reasons (140); 219 of 417 Returns (70%)
1982 Number Leaving (119); Reasons (140); 319 of 495 Returns (65%)
1984 Number Leaving (132); Reasons (138); 332 of 474 Returns (70%)
1986 Number Leaving (137); Reasons (133); 329 of 510 Returns (65%)
1988 Number Leaving (133); Reasons (163); 353 of 529 Returns (67%)
1990 Number Leaving (179); Reasons (248); 402 of 593 Returns (68%)
1992 Number Leaving (126); Reasons (157); 375 of 591 Returns (63%)
1994 Number Leaving (127); Reasons (160); 361 of 582 Returns (62%)

In 1994, there were **599** questionnaires mailed with **17** returned from bad addresses.
The **initial** return rate was **50%** and the follow-up rate was **12%**.

Table 3
MOONLIGHTING JOBS FOR TEACHERS

JOB TITLE	1980	1982	1984	1986	1988	1990	1992	1994
School Related	37%	42%	34%	24%	41%	41%	51%	50%
Services	19%	22%	28%	6%	12%	20%	25%	11%
Sales/Bookkeeping	27%	25%	25%	44%	34%	14%	13%	21%
Agriculture	5%	8%	6%	1%	5%	2%	0%	9%
Music/Artistic	9%	3%	7%	15%	8%	11%	8%	9%
No Comment	3%	0%	0%	10%	0%	12%	3%	0%
Total Number	**64**	**78**	**101**	**71**	**76**	**82**	**71**	**76**

Table 4
EXAMPLES OF MOONLIGHTING JOBS--1994

Sports Event Clerk
Proofreader
Bingo Operator
Pet Sitter
Grocery Checker
Car Wash
Reservation Clerk
Photographic Assistant
Massage Therapist
Real Estate
Farmer
Needlework
Art
Keep Gate at Games
Raise Exotic Birds
Rancher
Singer
Bus Driver
Custodian
Official
Service Technician
Data Entry
Refinish Furniture
Cake Decorator
Maid
Car Mechanic
Newspaper Carrier
Waitress
Adult Education
Junior College Teacher
Trophy Business
Coach
Publisher
Author
Pecan Grower
Raise Dogs
Daycare Center
Dance Coach

Table 5
DIFFERENCES IN TEACHERS--1994

MEN		WOMEN
44.7	Age	42.6
15.6	Years Experience	14.7
$32,020	Salary	$30,092
$143.20	Health Insurance	$151.40
$3296	Summer Job	$2093
$4916	Moonlighting Job	$2886
13.5	Hours Moonlighting	11.4
$6894	Raise to Quit	$5119

44% Men Considered Leaving
36% Women Considered Leaving

41% Men Moonlight
19% Women Moonlight

51% Men Have Summer Jobs
30% Women Have Summer Jobs

90% Men Have Health Insurance
75% Women Have Health Insurance

69% Men Approve of No Pass/No Play
79% Women Approve of No Pass/No Play

29% Married Have Summer Jobs
46% Not Married Have Summer Jobs

36% Married Considered Leaving
36% Not Married Considered Leaving

19% Married Moonlight
32% Not Married Moonlight

41% Men Think Teaching Better
39% Men Think Teaching Worse
20% Men Think Teaching Same

42% Women Think Teaching Better
34% Women Think Teaching Worse
24% Women Think Teaching Same

Table 6
TEACHER COMMENTS--1994

1. I don't believe that when students attend school is nearly as significant as what they are being taught--cognitive learning skills have been mastered in Europe and Israel, but not in the United States; we continue to turn out students who still cannot even recognize the question--no universities are turning out teachers who can effectively pass the knowledge on to students.
2. I am covered under husband's health insurance program.
3. No longer are the students best interest considered. "It needs to look good." By "it" I mean the curriculum, physical plant, etc. I feel I'm forced to cover-up the truth constantly. Morale is bad in my district. Most have too many years invested to leave. Our administration is inexperienced and teachers are having to overcompensate for administrators lack of experience.
4. Even though it is my first year teaching, I am amazed at the amount of extra time I am expected to give up without pay. Administrators do not "require" us to attend inservices on weekends and after school. However, they "appreciate" it when we do attend on our own time. I also find it difficult to be on several committees and be able to prepare for my classes all at the same time. I would love my job if all I had to do was teach and be paid for time I spend attending inservices that are not held during school hours.
5. I love my job!
6. Principals live in a dream world. They think if we (teachers) would just do a better job, that students would all succeed. Students and parents do not want students to have homework, yet they expect high achievement. This is not possible. I teach in a school of lower middle class all-white students with little mobility from district to district. This week the principal is going to take all students to the movies who do not have any zeros. When students are kept from going, their parents will "raise hell" and it will be the teacher who will be blamed, not the student, by the principal and the parents. There is pressure for all to achieve without work by the students.
7. Year-round school would probably help some students. The vast majority will only show improvement when their faculties get their act together and demand more from the school and from their students.
8. We have made serious progress in many areas, but I fear for the future because of the funding problems. Salary and staff reductions (which really mean cutting course offerings) are seriously being discussed. Morale, especially in high school, is going down rapidly. The legislature had done us serious injury but doesn't seem to have helped the poorer districts much, if at all. Every student should have access to quality education and that means money. The funding reforms are going to seriously endanger my students' opportunity for a quality education.
9. I have health insurance through my husband's employer. My district does have a group plan but I do not participate. It is a high cost item for teachers who are covered under the district plan even though the district pays $100 for each employee who participates. Those of us who do not participate get nothing.
10. The quality of teaching has improved, but the curriculum for the lower grades has been expanded to the bursting point. Too much emphasis is being put on test scores for the younger student. Also the retention policy is flawed in my opinion. Everyone wants us to "close the gap" but you have no extra time to catch up a child who comes to kindergarten two years behind.
11. In reference to question #8--If I did quit teaching, it would be because of the pressure put on teachers considering the TAAS test. It's getting ridiculous the pressure we are putting on our children.
12. Salaries should start at cost-of-living plus additional income to meet daily living expenses. Teachers are the hardest working group of professionals. Yet they are treated solely as public servants. People in governing positions should stop and consider that nowhere in this state can parents feel more secure in knowing that their children are being prepared for a future that is ever changing and is a challenge in itself. Teachers should be paid a professional salary. It really irks me to know that I can no longer tell my own grown-up daughter to stay and continue to be a teacher. I'm willing to babysit my grandkids so she can go and get certified in some other field. In my family, we're all educators--but things have really changed--not only in the classroom but society is in turmoil--Please do whatever you can to fairly voice my opinions.

13. Me and my husband both teach. He coaches and drives school bus routes to try and earn extra money. He also works in summers. For someone who has a 4-year degree the teaching profession does not pay well. My husband can not make enough for me to stay home with our new baby at present. Also if I stopped working in the district, our insurance would more than double per month. Just for insurance purposes we must be employed in same district. Thank you.
14. I already teach at a school that is year-round: Stripling Middle, Ft. Worth I.S.D. I love it! My own children and my students love it!
15. I am in the public system because I like dealing with children. This is my second career and I don't need the money. The teachers I deal with, that use their teaching salary as a primary source of income, almost all have a second job either during the school year or during the summer.
16. Question #7. In theory, yes. However, it needs to be enforced. The problem, as I see it, is a lack of respect for teachers and support for teachers from all areas; parents and school administrators in particular. There is also too much paperwork, too many "special programs" and pull-outs.
17. Music fills a void in my life. Teaching is a job that occasionally makes life better. For the most part, however, teaching is a tough job that pays poorly.
18. My wife must work to enable our family to maintain a reasonable living standard and provide necessities for our children. I would hope that her $10,000 salary could be replaced by a substantial raise in my own, but I am not holding my breath in anxious anticipation.
19. I do not moonlight because my husband makes three times my salary with only a BBA! Otherwise, I would be moonlighting and working summers!
20. Too much time is spent filling out forms, reports, lists, and many other duties that distract teachers from teaching preparation time.
21. I love to teach. However, due to non-teaching duties, I am not able to teach the way I used to teach. My position demands too many after-school hours. I teach 130 students sophomore English. We are required to teach 6 classes per day the full 55 minutes which I do not object to. I do object to the fact we have only 45 minutes to plan, grade, conduct parent conferences, prepare bulletin boards, make curriculum guides, etc. That means grading 130 students' work at home on my time. I live teaching "24-hours/per day." This is setting me up for teacher burnout. For 8 years I was also J.V. cheerleader sponsor; before those 8 years, I coached volleyball, tennis, archery, golf, gymnastics. English teachers should be limited to 5 hours of instruction per/day or "x-number" of students per day. This is my 25th year to teach with a master's; my husband has a bachelor's degree, he earns three times my salary. I'm a bit frustrated with this, since I work 12-14 hours/per day; he works 4-6 hours/per day. We teachers are overworked and underpaid! My last comment--students are not going to school prepared to learn. They go to see and be seen. "Most" do not care about knowledge.
22. Teacher morale is the lowest this year (of all my 8 years in teaching).
23. Reasons to quit: student apathy, violence, students aren't held accountable for failures--teachers are. We (teachers) are forced to continually lower our standards and expectations, lack of parental support or involvement, low salary, low benefits (sick leave, maternity, etc.), reputable retirement system (where is our money really going?), lack of respect from students, parents, and public. I teach because I care--I don't want to babysit!
24. The quality of teaching is about the same except STRESS for teachers seems very high. We have too much paper work and too many poor students. Half of the students are below grade level. Schools need to be able to discipline students more.
25. I'm tired of giving 100% and kids not mature enough to take education seriously.
26. I enjoy teaching, but I feel like teachers are extremely underpaid. Teachers do so much more than teach. We are counselors, parents, friends, mentors, and policemen. I have recently had to deal with a child who claimed to have an evil presence in him. His mother was in a gang and threatened to kill me. I realize this comes with teaching, but. . . . There is a tremendous amount of stress on teachers as well. I truly believe teachers need a raise. Stop giving money to the politicians and give us a raise! Where's the money from the lottery going to? The morale at my school seems to be low because of our TAAS scores. (This is my 1st year at this school.) TEA breathes down our necks and I do understand, but is is a lot of pressure on the teachers. Our students are from very low income homes and they move in and out constantly. TAAS is a lot of pressure on students and teachers. Students hate school because it is tremendous pressure on them. I try to do fun things with my class to break the stress.
27. After so many years of teaching experience, the raises are very little!

28. The lack of discipline has made teaching almost a nightmare over the last 2-3 years. I have taught too long to be able to let kids run the classroom, not do their work but pass them anyway, etc. I will not last until full retirement!
29. I could use the extra money, but I don't have the energy for another job!
30. The important questions are left out--administration program allotments, favoritism, etc. !
31. The quality of teaching is not lowered or raised, I just don't have much free time and I don't sleep a lot.
32. Teaching has become more difficult every year as the family and society has decayed. We have to deal with so many discipline problems that effective teaching is becoming almost obsolete. There are too many parents who lack parenting skills and are expecting the school to correct their mistakes and solve their problems. I love teaching and seeing children learn. I just don't want all of the other hassle that goes with teaching. When I started teaching, I fully expected to be teaching until age 65.
33. Our educational system is totally political. Our children's education now has a dollar value attached. Every aspect is based upon how much money will be received by school districts.
34. I feel that moonlighting is the only way a teacher will be able to make it. Our pay is not enough.
35. The reason I bought my daycare was to supplement my low salary.
36. I do not moonlight but my daughter--who is also a teacher has two other jobs. I don't because I am not dependent on my salary.
37. My health will not allow me to moonlight. I do need the money because I have a son who needs to go to college. He could not go this semester because of a need for money.
38. This is unfair to judge the profession on one year, but I've asked around. Overall, teaching English takes up too many hours of my free time. I work at work, and I work at home. I'm tired after one year. The main reason --APATHY. I've never seen so much of it combined in one institution, EVER! That scares me!
39. Keep in mind--If I was single--I would definitely have to get a second job in order to survive. I have three friends who teach and have other jobs.
40. I personally feel that teachers in the state of Texas do not receive adequate pay for the job we must do. We are receiving endless amounts of paper work, less time off (required number of school days are constantly going up), and we do not receive good benefits. I feel we need better health insurance at low rates. We need to be paid and receive the same benefits as other state/government employees. Teachers start the whole learning process that leads to who different individuals eventually become. Without teachers there would be no doctors, lawyers, industry workers, or any other high paid professions. I teach First Grade. I truly love what I do; teaching children to read, and the basics of other subjects. I can't just do that. I have to play Mommy, Daddy, nurse, counselor, friend, disciplinarian, diagnostician, and keep up with Site Based Decision Making issues (which I'm for), current teaching styles, and much more paper work. I am constantly questioned and evaluated by parents who insist I do some things; yet question why I do others; some of which are mandated. Teachers need more recognition. We need more state mandated benefits and higher pay (not just from the district). Our state should value education enough to raise our pay. That would say to us, "We value you. Without you we would have serious problems. We're behind you and are willing to provide excellent working conditions for you in return for jobs well done."
41. Leave me alone and let me teach!
42. I do not have another job because my husband makes $75,000. If something happened to him, I definitely would have to have two jobs.
43. I am not sure that year-round school would help but I'm willing to try it and find out. Children do forget easily. With longer breaks between each nine weeks, they might forget each time we have a break and need to be retaught or reviewed four times per year instead of once after the summer. Obviously, I do not teach because of the money. With my education and talents (I'm bilingual and musical) I could get a better paying job. But teaching gives me the opportunity to help some children who would not be helped by anyone else. That is a source of satisfaction! Fortunately, there are other teachers at our school who are equally committed. All of our single teachers have a second job--"moonlight!"
44. Texas is low. I checked on a job in New Jersey and I would make $60,000 compared to $36,000 here and in coaching $15,000-$20,00 compared to $4500.
45. Too much time is used on trivial paper work and not enough time to teach. Parents and students want a passing grade for doing little or no work. Parents don't care whether or not their students are learning. They just want their child to look "good" on paper! Administrators don't always stand behind their teachers. Discipline is decaying because we can't "damage students self-esteem." I look around and see new (and sometimes older)

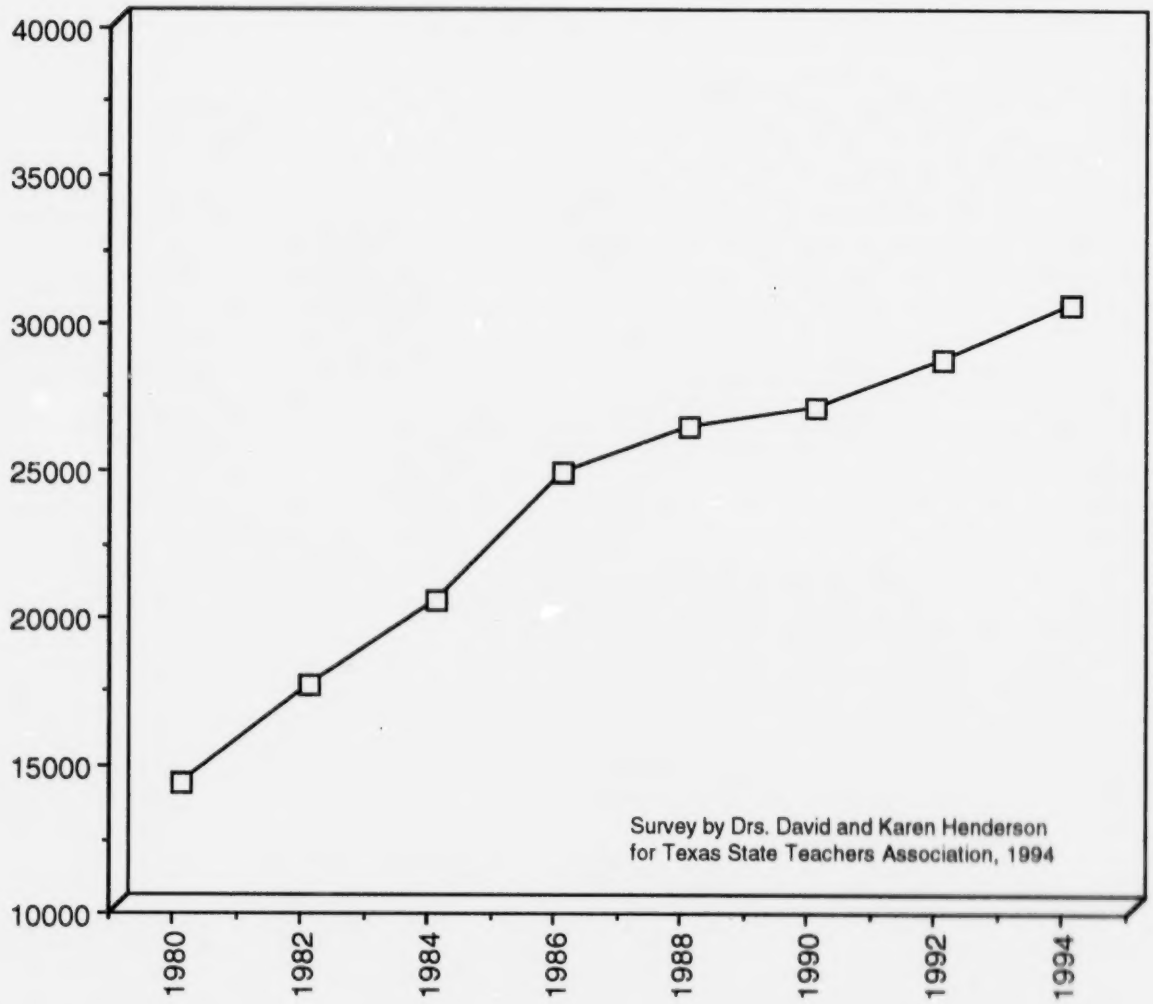
teachers not working as hard as they should.---(Teaching classes 50 minutes per period, grading papers, assigning meaningful work, etc.) I love teaching but it has really not been fun the last two years. I'm worried about who will teach in the future because the young teachers don't have the work ethic needed to be an effective teacher.

46. I have tried network marketing to increase income but the number of hours proportionate to the income made me stop. I am currently licensing for real estate to begin moonlighting in the 1994-95 year and quit when my income equals or surpasses. I would be satisfied if $35,000-40,000 was a 10-year bachelor degree. Currently a new teacher earns within $5000 of my salary. I teach two curriculums, 5 classes a day with a student load of 126 and I'm a class sponsor as well as a club sponsor. It's not worth the time for the money at age 43.
47. I use to drive a school bus. The added pressure became excessive and my teaching quality deteriorated greatly. I resigned the driving job and improved my teaching.
48. I am at school until 7:00-8:00 pm most nights. I have no time for a 2nd job during year. There is too much responsibility put on us to do everything (besides "just" teaching) and too many meetings. I'm sure I will do what I have time for in later years as I become better acquainted with curriculum.. I don't feel teachers are paid for the hours they have to put in, above the regular working hours, or for the responsibilities they have. Thank you for what you are trying to do.
49. For a period of two months I tried tutoring. I found it to be physically and emotionally draining to teach all day, tutor, then come home to my own two children and help them with homework for several hours too! I'm a single parent and have no family in this area to provide support raising my children. I can't afford (financially or morally) to pay a sitter and feel since my children only have one parent, it is neglecting their needs by taking my time away from them. I worry all the time about finance and college funds. I'm fed up with administrators (all levels) and some teachers being stuck in the attitudes of their era and their lack of willingness to try new things. The ones I've worked with are only concerned with skills and test scores. I truly don't believe they care if students enjoy learning or if they have any problem-solving experiences or develop their higher level thinking skills. They say they do, but their actions toward teachers prove otherwise. Language/Reading Using Whole Language and the Writing Process is discouraged at my school. My ideals have been shattered; I've lost my enthusiasm and my strength to deep fighting an uphill battle. Other teachers in my building are in desperate need of additional training to update their qualifications, but we're sent to worthless, poorly planned inservices, instructed by people with inadequate qualifications themselves. I'm ready to be an accountant!! I'm ashamed to be an educator in XISD.
50. The only negative aspect of the No Pass/No Play ruling is that some children really do not have high enough I.Q.'s to maintain good grades consistently and I would rather see them involved with an extra-curricular activity. This gives them a reason to stay involved in education rather than being made to feel that they aren't good at anything. But, for the majority of children, yes, I feel like they need to keep up their grades. We have three schools which are piloting an extended year school which I transferred away from. I love being a teacher and working with the children. However, I have children of my own that are the most important children to me. TEA is placing more and more ridiculous legislation and paperwork on teachers, and it is over whelming. I spend many extra hours "on the job" at home, on the weekends, after school, and in the summer, that I am NEVER compensated for. Lately, I have noticed that my husband has had to prepare dinner, read to our son, bathe him, and put him to bed, more than I can due to "mommy's workload"! When I can't even go to church on Sunday because of everything that I need to do, it's getting to be time to quit. They are taking away more and more of my summer anyway, so if I can't have that, what is the incentive? I can surely find another job for my "HUGE salary of $23,000 a year, so that when I leave work at 5:00 pm, I can have a life, and be a wife and a mother. I am also in total disagreement with the inclusion idea. I am also sick of hearing administrators, who are drawing large salaries, tell me that you didn't get into this profession for the money, you did it for the enjoyment! PLEASE! Enjoyment doesn't put food on my table or gas in my car does it? There isn't time to have another job--this one consumes my life. TEA's latest chore has been to tack on the science and social studies portion to the TAAS test, and guess who now not only has to prepare the students for it, administer it, but, I also get to grade the blasted thing for the state; because they don't have the funds to hire people to score them. And no--they aren't going to pay me either, I just have to do it! In our district you are NEVER supposed to say anything about these things. You just keep taking it and enjoying it. If you ever do say something, you are considered a trouble maker and then you are watched. I'm curious to see how your results turn out--please send a copy to me. I'd like to know if other districts have the same problems. Sorry for the negative attitudes--I wish it could be different! If anything ever happened to my husband's income--we

would be in serious financial difficulties. We wouldn't be able to pay house, car, and utilities payments. It is really very disgusting when a college graduate in the professional work force makes much less than a factory worker without a degree. Teachers in our district are so fed up with our administration and school board that we are in the process of forming a teachers' grievance organization. I've always been opposed to unions--but, I'm beginning to believe that they are the only way to reverse the problems in education.

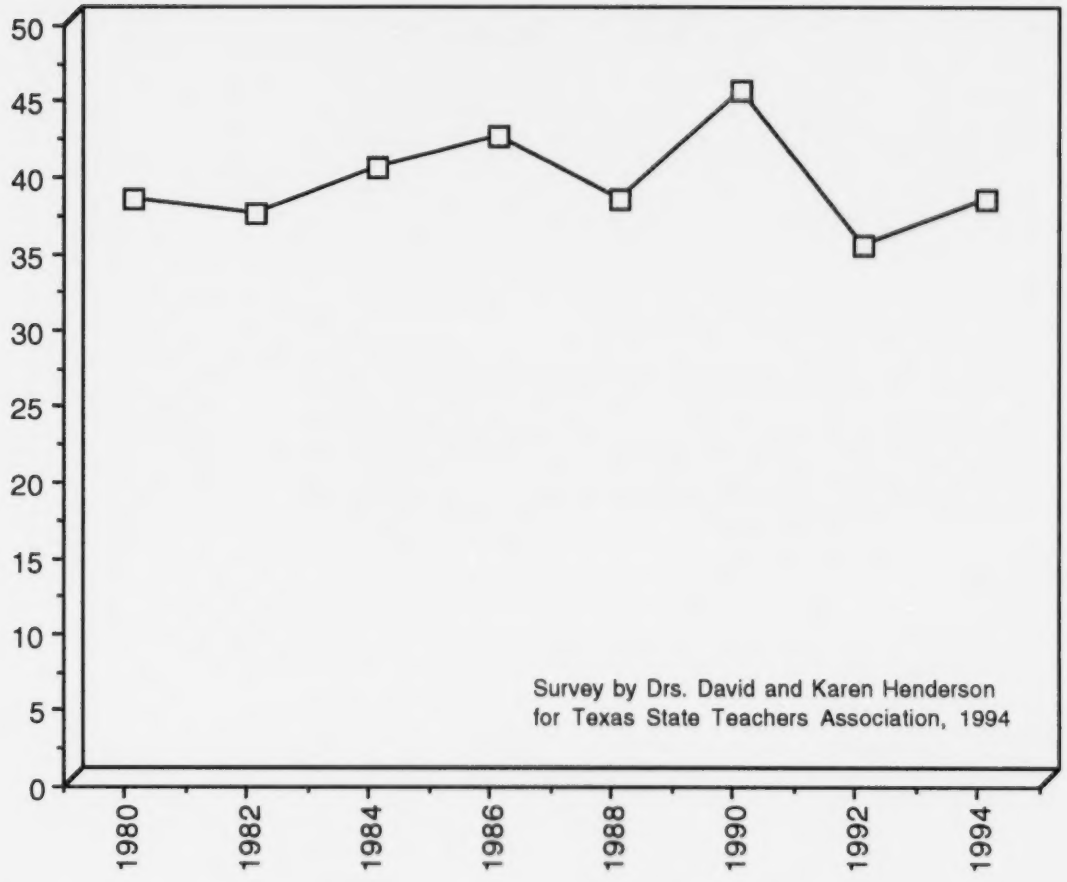
51. Thanks for asking my opinion! I worked very hard for my master's degree! Why can we not be compensated for this! It's ridiculous!
52. Negatives in recent years: a) stress from TAAS with little time for creative writing or poetry appreciation, b) the large number of students identified as Emotionally distributed, ADD, ADHD, etc. with more time spent managing behavior/less time in teaching-leaning, c) public's perception of public school seems increasingly negative. School are scapegoats for whatever ails the society.
53. If something should happen to my husband, I would have to return to the same hectic schedule of selling real estate seven days a week to support myself. I am making only $4000 more than I did 14 years ago. (I am also still in the same district) I love teaching but can only do it because I have a husband who can support my folly!

AVERAGE TEXAS TEACHER SALARY



AVERAGE TEXAS TEACHER AGE

PERCENT OF TEXAS TEACHERS CONSIDERING LEAVING



PERCENT OF TEXAS TEACHERS MOONLIGHTING